

# Modern Slavery Policy

Aliaxis Operations in Australia  
and New Zealand



4/26 College Street, Darlinghurst  
NSW 2010, Australia

## Policy Statement

This Policy applies to our Aliaxis businesses within Australia and New Zealand, and their global supply chains. This includes Vinidex Pty Ltd, Rodney Industries, Yatala Plastics Pty Ltd, Zezt Pty Ltd, Philmac Pty Ltd, Marley New Zealand Ltd, Dynex Extrusions Ltd, Dux Industries Ltd, and RX Plastics Ltd. Modern Slavery is defined by the International Labour Organization (ILO) as including but not being limited to slavery, servitude, forced labour, forced marriage, human trafficking, debt bondage, deceptive recruiting, and the worst forms of child labour.

Aliaxis opposes slavery in all its forms.

At Aliaxis, we believe every person should be treated with dignity and respect. We are committed to ensuring none of our businesses engage in modern slavery practices, and we require the same of our suppliers.

## Our Responsibilities

All our people are responsible for behaving in a manner which positively contributes to a workplace that respects and protects human rights. Any Aliaxis employee, customer, supplier, or supply chain contributor is able and morally obligated to raise any human rights concerns. Any internal concerns are to be led by our Aliaxis APAC General Manager of People and Organisational Development. Any external concerns are to be led by our Aliaxis APAC Procurement Director. Ultimate responsibility lies with our CEO of Aliaxis Asia Pacific.

## Our Commitments

- Publishing Annual Modern Slavery Statements
- Operating a Modern Slavery Framework, with Risk Assessment and Management
- Human Rights legal compliances, ensured by Aliaxis and required of our suppliers
- Ethical recruitment practices, with no payment requirements or debt bondage
- Undertaking ethical sourcing and negotiation practices with our suppliers

## Other Resources

- Aliaxis ANZ Modern Slavery Statements
- Aliaxis Global Supplier Code of Conduct
- Aliaxis Health & Safety Policies

This Policy has been reviewed, endorsed, and adopted by all our Aliaxis Operations within Australia and New Zealand. I hereby confirm this Policy is approved and launched.

A handwritten signature in blue ink, appearing to be "Mark Nykiel", written over a horizontal line.

Signed by Mark Nykiel  
CEO Aliaxis Asia Pacific  
08/12/2022